

**SAFETY AND HEALTH POLICY**

Revision Date: 28 July 2010

Page 1 of 1

**1. OUR COMMITMENT**

We are committed to the safety of every individual and to providing a safe and healthy work environment for all of our employees, suppliers, contractors and visitors.

We recognize that the safety of our employees, suppliers, contractors and visitors comes before all other considerations and aim for a “zero harm” workplace. As a minimum, we will comply with all applicable occupational safety and health laws, regulations and standards in all of the jurisdictions in which we operate, but will strive to achieve levels of performance which exceed basic compliance.

**2. OUR POLICY**

**Safe Place and System of Work:** All injuries, illnesses and operational exposures associated with the workplace are preventable and can be safeguarded against. We will maintain sound general working conditions at all times through the provision of adequate, healthy and safe facilities and will provide appropriate support, including the use of external consultants as required, to ensure that the best safety and health practices exist in all our operations.

In support of this company policy

SMM facility managers: Are accountable for maintaining safe and healthy working conditions.

SMM's line managers and supervisors must:

- Ensure that a safe system of work exists and that risk assessments are implemented as required, when equipment is purchased or when jobs or processes significantly change;
- Ensure that employees are trained and supported in the safe performance of their assigned tasks.

Employees must:

- Refuse to perform any task that cannot be performed safely;
- Understand and comply with the letter and spirit of all safety and health policies, practices and procedures including the SMM Golden Rules;
- Promptly report any observed unsafe act or condition, safety incident or breach of safety and health policies and procedures to his/her supervisor;
- Support continuous improvement relating to safety and health; and
- Be accountable for his/her safe conduct at all times with regard to themselves, fellow employees and members of the community.

In the unfortunate event of a workplace incident, we will actively engage in the rehabilitation, injury management, support and return to work of injured employees.

**Continuous Improvement:** We will seek continuous improvement in all safety and health aspects of our operations and will seek to eliminate the risk of injury through the integration of safety and health evaluations for all operational activities, supported by appropriate risk management principles and tools.

Risk assessments will be carried out as required and will be an integral consideration when new businesses, plants and equipment are purchased or when jobs or processes significantly change .

**Consultation:** Our managers will regularly consult with employees and nominated or elected safety representatives or SHEC committee members on safety and health matters.

**3. OUR SUPPORT**

We are committed to supporting all of the above through effective leadership, communication, procedures, management systems, training and accountability at all levels, including a SHEC approval of all applicable capital expenditure requests and making employees and contractors aware of this policy, its impact on them and on the reputation of our business. We will maintain a system and culture of sharing best practices and lessons learned with regard to SHEC matters with all facilities globally. This policy will be reviewed regularly in accordance with the Charter of the SHEC Committee of the SMM Board of Directors.